



LOOKING FORWARD

BY JEFF WELLS
EXECUTIVE DIRECTOR, DPA

On October 28, Governor Bill Owens announced the appointment of Jeff Wells to be Executive Director of the Department of Personnel and Administration (DPA). He replaces Troy Eid, who recently resigned to become a partner with the law firm of Greenberg Traurig, LLP.

Wells has served as the Executive Director of the Department of Labor and Employment (DOLE) since January 2003. Prior to that, he served as that department's Deputy Executive Director since 1999. In addition to his DPA appointment, Wells will continue to serve as the Executive Director of DOLE.

His lengthy and distinguished career in public service began in 1982 when he was elected to the Colorado Senate. He served as a Senator for 16 years, earning a reputation as a stalwart supporter of public and higher education, family issues and criminal justice. His colleagues recognized his leadership by electing him Senate Majority Leader for twelve consecutive years, a position he held longer than any other Senator in Colorado history. His record and expertise with the legislative process led to his election as National Chairman for the Council of State Governments in 1997. He also served two terms as Chairman of the Western Legislative Council, a consortium of state legislators from the western United States, in 1993 and 1994.

After just a few weeks of taking the reins at the Department of Personnel & Administration, it's remarkable to see the diversity of jobs and services that the State's workforce offers all across Colorado. Even though, the range of responsibilities and geographical locations is far reaching, there are many common threads found within the State's largest workforce.

As is the case in the private sector, state employees are continually being asked to do more with less in a constantly changing business environment. While at the outset this may have been perceived as an impediment, we are now seeing the benefits of having overcome such an obstacle. The workforce has pulled together and created efficiencies that before didn't exist while never wavering on a commitment to deliver the highest level of service to the citizens of Colorado. Today, the employees who serve our great state remain as strong and motivated as ever.

In turn, the State's workforce deserves the support that DPA is charged with providing – the tools and resources that enable our employees to be successful in their jobs. This includes promoting a total compensation system that is commensurate with their peers in the private sector, including a competitive salary structure and closing the gap on competitive health benefits by offering a more complete package that workers can actually afford. It also includes protecting insurance rate parity for state employee's living in Colorado's rural areas so that everyone has access to more affordable health care wherever they may work or live.

In order to build upon DPA's achievements over the last several years, effective communication will be paramount. For me, it's a two-way street; my ability to communicate with the workforce is just as important as the workforce communicating with me. I have always embraced an open-door policy, as I firmly believe collaboration with employees is an integral element to any success.

I look forward to the opportunity of working with all state employees in making Colorado an even better place for everyone to live, work, and raise a family. It will be through our collective efforts that, together, we will be able to succeed in meeting the challenges that lie ahead.

Employee of the Month: DHR's Joy Lindsay

Joy made an extraordinary breakthrough in a decades-old problem -- obtaining employee-related data from the University of Colorado. We are constantly asked for this data from legislators, OSPB, JBC, the press, and others. It had become a source of frustration for staff and the legislature that we could not provide complete figures on something as elementary as the number of employees in the state personnel system. All reports and information released have carried the caveat "excluding CU and CSU". No one in DPA has had any success in obtaining relevant data for literally 30 years -- not even the General Assembly could do it with the passage of law. Joy worked directly with a peer in the CU system administration and we now have monthly uploads. As a result of this partnership, the Workforce Report will include CU for the first time and we can use the data for various other purposes. She has already begun working with the last holdout -- CSU. Her accomplishment may seem small, but to those of us who need this data, it is monumental and will go a long way in raising our credibility.

Joy spent an incredible amount of time cleaning, analyzing, and preparing data for the annual Workforce Report. Improvements to the report included expanding it to 90

pages and the inclusion of 40 new charts. She willingly accepted the challenge with a great attitude and put in the extra effort required to make changes in presentation of data, sometimes at the last minute.



Paul Farley was able to surprise Joy at the DHR all staff meeting and present her with the certificate.

Other Nominees: **Bhavna Punatar** of DFP for her efforts in developing a computerized survey that gathers and documents employee service data; **Brian Ipsen** of DoIT for his efforts with the September disaster recovery test; **Bob Giovanni** of DCS for his outstanding customer service; **KC Singleton** of DOAH for serving as an excellent resource for division personnel in the areas of Regulatory Agency, Human Services/Health Care Policy and Financing, and Workers' Compensation cases.

DHR BIDS FAREWELL TO JAN COTTER

Jan Cotter is taking the time to stop and smell the roses, or rather, the camels. Jan left her position as DHR's Risk and Benefits Manager to spend her time traveling the world with her husband Kearby. In a few weeks Jan will make her way back to Egypt where Kearby is overseeing the construction of a new sewer system.

While we are all happy for Jan and wish her nothing but the best, her departure was by far the scariest thing we faced this Halloween. As DHR's Benefits Manager, Jan was always in the thick of negotiations for health benefits and her unique ability to do complex calculations in her head was a real asset when it came to finding the highest quality benefits for the best price. Jan spent many long hours trying to find programs that met all of the requirements mandated by statute, while providing state employees with cost effective, quality benefits in each of Colorado's 64 counties. Through her efforts the State has saved millions in health care costs while providing employees with the best benefits available within the mandated constraints.

"Jan is an incredible wealth of knowledge and insight and she will be sorely missed. She never gave up. She persistently looked for ways to resolve obstacles; if one thing didn't work she would try something else until the best possible solution was found," said Jeff Schutt, DHR Division Director.



Aside from traveling, Jan plans to do some gardening and is looking into buying a Christmas shop in Pagosa Springs. No matter what she decides to do with her new-found freedom, there is no doubt she will be a success.

Good luck and happy trails from all of us at DPA.

DHR WELCOMES DAVID KAYE

David Kaye has joined the Division of Human Resources as the Associate Director. The recent retirement of Risk and Benefits Manager Jan Cotter, the upcoming retirement of HR Programs Manager Ken Allikian, and the significant reduction in DHR staff over the past two years has led to a DHR reorganization plan and the creation of this new position.

"David brings a wealth of experience to this job, and we are quite fortunate to have him," said Jeff Schutt, DHR Division Director. A glimpse at David's professional biography shows that Jeff's enthusiasm is more than justified.

David holds a Bachelor of Arts from Western State College of Colorado, with majors in Business Administration and Political Science (1981). As part of his undergraduate education, David served as a legislative intern during the 1981 session of the Colorado General Assembly. He went on to earn his Juris Doctorate from the University of Colorado School of Law in 1984.

Most recently, David served as Deputy State Auditor, overseeing performance audits of state government programs. Prior to that David practiced law for 18 years and spent 14 years as a First Assistant Attorney General in the Department of Law, serving as lead counsel to a variety of state officials and programs, including the State Controller, the State Purchasing Director, and the State Personnel Director.

In his new position, David will begin looking at ways in which we can return to self-funding benefits, and making sure we are prepared for the upcoming health benefits



request for proposals (RFPs). David will also help finalize DHR's reorganization and continue to be responsible for the internal structure and performance at DHR.

"This position is critical for the success of DHR and our strategic initiatives," says Schutt. "There is no way we can replace the loss of Jan or Ken, but having someone of David's caliber to immediately address our pressing needs in benefits and then to focus his attentions on making the most of our internal structure will help soften these losses and help us meet our strategic goals."

David is extremely excited to meet the challenges of his new position. "I am honored to be joining a talented and dedicated team of human resource professionals who play a vital role in state government. This is a tremendous opportunity to positively impact the well-being of state employees and the success of state programs."

To contact David with questions or suggestions, email him at david.kaye@state.co.us.

CHILI COOK-OFF WINNERS

Downtown

Best Green: Vicki Bottenberg
Best Red: Justine Gomez
Hottest: Brenda Shelinbarger
Honorable Mention: Theresa Stephens

North Campus

First Place: Beatrice Arce
Second Place (tie): Kay Jenkins
Second Place (tie): Renee Covard

SIGN UP FOR THE DPA BLOOD DRIVE TODAY!!

There are still slots available for the **December 10** Blood Drive; appointment are available between 10:00 am and 3:30 pm. Twenty minutes of your time can make a significant impact on the life of another.

Bonfils Blood Center needs 4,000 blood donations weekly to meet the needs of the community, and to be prepared for any unexpected events. Bonfils supplies blood to more than 115 healthcare facilities throughout Colorado. So if you can, get in there and help Bonfils Blood Center help Colorado.

If you are interested in donating please contact Sue Schiffmacher at 303-866-6095 or email sue.schiffmacher@state.co.us. Juice and snacks are provided.

IKE SLEPT HERE

BY PAUL FARLEY

Continuing with the theme of presidential mortality that I began a couple of months ago (see *Body of Evidence*, September 2003), last month State Archivist Terry Ketelson and I went to the grand opening of the "Eisenhower Suite" at University of Colorado Hospital. The rooms have been faithfully restored to a time when the eyes of not just the country, but of the entire world, were focused upon Denver.

President Eisenhower had longstanding ties to Denver – his wife Mamie was raised here and attended Denver Public Schools, and in 1916 they were married in her parents' home at 750 Lafayette Street. Because of the family connection, they frequently returned to Denver over the years. It was during one such visit on September 23, 1955, that the President played three rounds of golf at Cherry Hills Country Club and began to complain of what he thought was indigestion.

He finished playing golf and returned to his mother-in-law's home for dinner with his doctor. He took some Milk of Magnesia and went to bed early, still complaining of chest pain, and at about 2 AM Mamie called the doctor to come back to the house. Later that morning the President was taken to a small suite of rooms on the 8th floor of what was then Fitzsimons Army Medical Center. He was treated through a combination of drugs and an oxygen tent, and fortunately, he began to improve.

However, it is interesting to ask, given that almost 24 hours elapsed between the onset of Eisenhower's heart attack and when he finally went to the hospital, "what if?" If he had died, Vice President Richard Nixon would have become President, and if elected in 1956, he would have been running as an incumbent against John F. Kennedy in 1960. Likely neither Kennedy nor Lyndon Johnson would have been President, and the war in Vietnam may never have been escalated. There also would have been no Watergate, and Gerald Ford would never have been President.

Eisenhower stayed at Fitzsimons for seven weeks, continuing to conduct official business from Room 8002. During the President's recuperation, Mamie was provided her own room across the hall, and she proceeded to redecorate in pink. She loved pink – pink clothes, pink kitchen appliances, pink sinks – you get the idea (one of the

items recovered and now part of the exhibit is the pink toilet seat that Mamie had brought in).

The hallways were filled with flowers sent by well-wishers from throughout the world. Although reporters were kept away from the President's room, they were allowed in an area about 20 feet away. After seven weeks, Eisenhower was discharged – his departure delayed until he was able to publicly walk to the waiting airplane.

Eisenhower's delay in leaving the hospital was at least in part to reassure the public that he was in good health and in control. Many people still remembered that President Woodrow Wilson had suffered a debilitating stroke, and how his wife, secretary, and personal physician worked to keep that fact hidden from the public. The three of them kept everyone away – including members of Congress and the cabinet – while they "helped" the incapacitated Wilson govern the country during the last year and a half of his presidency.



Terry Ketelson next to President Eisenhower's bed.

University Hospital took over Fitzsimons after the federal government closed it, and is restoring the Eisenhower suite to its 1955 appearance, thanks in large part to a \$61,100 grant from the Colorado Historical Society. If you want to visit the Eisenhower suite, remember that it is located in a modern working hospital. It is open to the public only on Wednesday afternoons from 1 to 3.

This and That:

- The hospital exhibit also includes the red flannel pajamas worn by Eisenhower during his stay – complete with five gold stars on the collar.
- Fitzsimons Army Medical Center was named for Lieutenant William T. Fitzsimons, a young army doctor who was the first American officer killed in World War I. On September 7, 1917, the German Luftwaffe deliberately bombed a U.S. Army hospital in France, killing Fitzsimons and several others. In 1920, the name of Army General Hospital No. 21 in Aurora was changed to honor Fitzsimons.



Dr. William T. Fitzsimons